



# A LOOK AT THE CONTINGENT WORKFORCE ENVIRONMENT IN ASIA

COUNTRY OVERVIEW FOR CHINA, INDIA, INDONESIA, JAPAN, MALAYSIA,  
SINGAPORE & SOUTH KOREA

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# CONTINGENT WORKFORCE ENVIRONMENT IN ASIA

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Section I

# COUNTRY OVERVIEW

# CHINA

China is still the dominant nation in the global market, especially due to the fact that it has the largest workforce in the world. But its popularity is reducing due to the increase in regulations and higher wages and taxes.

In China, temporary agency workers are called 'Dispatched Employees'. As per the law, there is no definition for "Contingent Workers", and most of the instances where contractors are employed is where staffing agencies second their employees to work with the client.

Fixed term employees are entitled to almost the same benefits as open term employees. It is worth noting that part-time work allows much more flexibility under PRC law, than a lot of other countries. "Dispatch" may be used only for the following job positions:

- (i) Temporary (no more than six months),
- (ii) Auxiliary (staff engaged in a company's non-core business who provide services to those involved in the core business) and
- (iii) Substitute (staff hired to temporarily replace employees on annual leave)

# INDIA

India has the second largest workforce after China. It has a notoriously slow bureaucracy and is highly regulated. There are forty four labour laws and the government is in the process of reducing those to just four.

There is no definition for “Contingent Workers” according to Indian Law, and most of the instances where contractors are employed is where staffing agencies send their employees to work with the client (very similar to China).

It is a highly attractive destination for employers due to the low minimum wages and availability of a large pool of labour. It is also largely an English speaking country, hence easier to do business in for MNCs. The cost of doing business is also very low, slightly higher than the regional average.

In India, the usage of the MSP/VMS model is driven by large corporations with multi-region contingent workforce programs using India as the base for the program.

# INDONESIA

The data provided by the International Labour Organization (ILO) in 2016, shows that the Indonesian labour force has reached 127.6 million with an overall total unemployment rate of 5.5 percent or approximately 7 million people who are without work. The services sector is the largest source of employment with 14.2 million jobs created from 2006 to 2016. The industrial sector contributed 7 million new jobs and manufacturing 4.4 million, during the same time period. The agriculture sector lost about 900K jobs at the same time.

Over the last few years, the Indonesian Labour Market has continued to expand and the unemployment rate has been steadily reducing, but it does not present the true picture and gives a wrong impression of the true employment situation.

Along the similar lines to India, over 50 percent of workers are engaged in informal employment. While the overall national employment rate is quite low, there is marked unemployment in the youth segment which is as high as 18 percent. An over reliance on short-term contracting has discouraged skills investment and is reinforcing segmentation in the labour market.

Increasing investment in education has expanded the pool of educated workers; although, these investments have not translated into substantial gains in labour productivity. Indonesia has dramatically increased rates of school enrolment and the average years of schooling since its transition to democracy. The country is now close to achieving universal literacy among the youth population and the government has promised to continue education funding.

# MALAYSIA

Staffing activity in Malaysia covers all the service lines that one usually finds: temporary, contract and other contingent work. Doubts have been expressed about certain aspects of the contingent market as there is widespread labour exploitation, especially of migrant factory workers. As a result, a large number of international staffing agencies do not engage in this category.

A staffing agency in Malaysia cannot be majority owned by a foreign corporation. There are two avenues available for those that wish to set up business here:

- Buy a minority interest in a local company or
- Start a new operation as a private limited company,

In Malaysia there are two separate sets of staffing activity:

- The first stream is the permanent recruitment, temporary staffing and professional contracting activity similar to that conducted in most other countries.
- The second consists of those companies that are licensed to source and place foreign workers in domestic and factory employment.

Contract Staffing is quite well established in Malaysia. All of the international and major local agencies are involved in the provision of contingent temporary staffing. There are a number of active MSP and RPO operations here.

# JAPAN

Majority of contingent workers in Japan are temporary agency workers, a.k.a. dispatched workers (*haken rodosha*), and fixed-term employees (*yuki keiyaku rodosha*). The use of dispatch workers and fixed term employees has increased over the last decade or so.

The use of temporary agency workers is regulated under the Act for Securing the Proper Operation of Worker Dispatching Undertakings and Improved Working Conditions for Dispatched Workers ("Worker Dispatch Act"). The use of fixed-term employees is regulated under the Labour Standards Act and Labour Contract Act. Companies are not allowed to supervise or control dispatch workers.

The Labour Contract Act provides that a fixed-term employee who has worked for more than five years in total must be offered an indefinite term employment contract, if the employee were to apply for one.

# SINGAPORE

Singapore, which was traditionally an immature market for contracting, has recently had an increase in the usage of temporary and contractual workers. There has been a recent initiative by the government to reduce dependence on foreign workers. As per the figures released by the ministry of trade and industry, employment has tapered off in the last two years:

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LABOUR MARKET	2013	2014	2015	2016
Labour Force ('000) (As at June)	3,443.7	3,530.8	3,610.6	3,672.8
Employed Persons ('000) (As at Year-End)	3,493.8	3,623.9	3,656.2	3,672.6
Unemployment Rate (%) (Average)	1.9	2.0	1.9	2.1
Changes in Employment (Number)	136,200.0	130,100.0	32,300.0	16,400.0

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Along with the private sector, even the government has started using contractual and temporary workers to make up for the skill shortage and to act as back up for employees going on leave.

With the change in focus of the government from a manufacturing based to a service based economy, there has been a rise in the usage of part-time workers. Another reason to account for this is also the increase in women workers.

# SOUTH KOREA

According to the Korean Herald newspaper, a recent survey found that 40.9% of jobs in South Korea are concentrated in the capital city of Seoul. Among the different regions, jobs in the Gyeonggi Province made up 24.7%, while those in Incheon made up 7.7%. Furthermore, jobs in Busan made up 5.4% and Daegu was 3.2%. The fewest jobs were found in the Jeju Special Self-Governing Province and Gangwon Province.

Each region had distinct types of jobs, but most recruitment in Seoul was in the banking, insurance and financial industries. This was followed by food and beverage businesses, restaurants and other franchises, along with department stores, retailers, shopping malls and social commerce companies.

One out of every three paid employees in Korea is now a temporary or contract worker. According to Statistics Korea, workers without permanent tenure increased 2.8 percent in August compared to a year ago to 6.44 million, accounting for 32.8 percent of all paid workers. The number of part-time workers and those over 60 years grew rapidly. Part-time workers also increased to 11 percent or 2.48 million, while those on temporary contracts over 60 made up 11.5 percent or 1.47 million. People over 50 now account for 44.2 percent of temporary workers in South Korea.

As per Statistics Korea, the number of South Koreans “effectively unemployed” surpassed 4.5 million for the first time in 2016. The number of “effectively unemployed” Koreans includes those without a job, prospective job seekers and people who work less than 18 hours a week. The 4.5 million figure is higher than the number of “officially unemployed” Koreans formally counted last year which was at 1.01 million people.

Section II

# CONTINGENT WORKFORCE REGULATIONS

# CHINA

Companies planning to use dispatch labour, need to get a license from the local labour bureau, with capital requirements amounting to RMB 2 Million (approx. USD 300K).

Equal Pay Equal Work – Dispatched workers cannot be paid lower wages than fulltime employees who are in similar positions.

Staffing agencies need to sign at least a 2 year fixed term contracts with dispatched employees.

The hiring company must bear 'equal liability' with the staffing agency for any harm caused by the staffing agency in violation of law.

Staffing firms cannot take any part of the compensation being paid to the dispatch worker by the host company.

# INDIA

The labour enactment in India, is divided into 5 broad categories: Working Conditions, Industrial Relations, Wage, Welfare and Social Security. There are over fifty national laws and many more state-level laws. The main central laws dealing with labour issues are:

1. Minimum Wages Act 1948
2. Industrial Employment (Standing orders) Act 1946
3. Payment of Wages Act 1936
4. Workmen's Compensation Act 1923
5. Industrial Disputes Act 1947
6. Employees Provident Fund and Miscellaneous Provisions Act 1952
7. Payment of Bonus Act 1965
8. Payment of Gratuity Act 1972
9. Maternity Benefit Act 1961

## Similarly as in China:

- Equal Pay Equal Work – Contractors cannot be paid lower wages than fulltime employees who are in similar positions.
- The hiring company bears 'equal liability' with the staffing agency for any harm caused by the staffing agency in violation of law

# INDONESIA

Contracts in Indonesia are governed by either:

- Adat (customary) Law or
- The Indonesian Civil Code

Generally Adat Law governs contracts between members of the indigenous population in a rural setting. It is not designed for and used in international transactions.

Temporary work agencies need to take the form of a legal entity business with license from a government agency responsible for labour/ manpower affairs.

A work agreement for a specified period of time cannot be made for jobs that are permanent by nature.

Temporary work agency workers are employed either on contracts of unlimited duration or fixed-term contracts. There is no limit for assignment length, but in practice, long duration of subsequent fixed-term assignments increases the risk of the contractor being eligible for permanent employment.

Temporary agency workers must not be used by employers to carry out their enterprises' main activities or activities that are directly related to production processes, except for auxiliary service activities or activities that are indirectly related to production processes.

# MALAYSIA

The staffing industry is regulated by Act 246, the Private Employment Agencies Act - 1981 (as amended to 2006). The Act covers both commercial and not for profit agencies, but excludes newspapers (and websites) as long as they are not acting as conduits of information between employers and workers.

This Act is administered by a Director General. The Act further states that “No person shall carry on the business of a private employment agency except under the authority of a valid licence issued by the Director General to apply the Act.”. The Director General is appointed by the Ministry of Employment.

An amendment to the Employment Act 1955 in 2012 (Employment (Amendment) Act No. A1419) added a definition for a “contractor for labour” meaning a “person who contracts with a principal, contractor or sub-contractor to supply the labour required for the execution of the whole or any part of any work which a contractor or sub-contractor has contracted to carry out for a principal or contractor, as the case may be” The Amendment Act introduced a legal obligation on a ‘contractor for labour’ to register with the Director General of the Labour Department if he intends to supply any employee within 14 days before supplying the employee

Malaysian laws permit common law argument and precedent inherited from Britain and other Commonwealth countries which might have an impact on judicial outcomes of commercial disputes.

The Employment Act applies to Peninsular Malaysia and Labuan only (Sabah and Sarawak have their own Labour Laws).

# JAPAN

The rules for using dispatch workers in Japan are very clear and specific. Under the Dispatch Worker Act and other relevant regulations, some of the key points are:

- The host company cannot directly interview the candidate or set up a screening process.
- In principal, a dispatch worker can be used only for one year, but this can be extended to three years, by following certain procedures.\*
- If a host company uses a dispatch worker in violation of applicable laws, then they are deemed to have made a direct employment contract offer to the worker.

\* This limit does not apply to 26 specialized work areas

# SINGAPORE

The Employment Act details the minimum terms and conditions of employment in Singapore and does not make any distinction between a temporary employee, contract employee, daily-rated employee or employee on tenured employment. There is no single 'test' that can be used to differentiate between a full time employee and a contractor. Local labour laws allow for relatively free hiring and firing practices. Either party can terminate employment by giving the other party the required notice.

There are four main contract periods.

- Up to three months
- Over three months (workers covered by the Employment Act)
- For an year and
- Over an year

Similar to other 'commonwealth' nations, Singapore differentiates between a 'Contract of service' Vs. 'Contract for Service'. A **contract of service** is an agreement between an employer and an employee. In a **contract for service**, an independent contractor, such as a self-employed person or vendor, is engaged for a fee to carry out an assignment or project:

<u>Contract of service</u>	<u>Contract for service</u>
Has an employer-employee relationship	Has a client-contractor type of relationship
Employee does business for the employer	Contractor carries out business on their own account
May be covered by the Employment Act	Not covered by the Employment Act
Includes terms of employment such as working hours, leave benefits, etc.	Statutory benefits do not apply

# SOUTH KOREA

The 1998 Act on the Protection etc. of Dispatch Workers was designed to protect the rights of dispatch workers. a company is prohibited from engaging dispatched workers in direct production processes and can only engage dispatched workers in 32 specified business roles. These include computer expert services, travel guide services, and security services.

The Act requires that any person employed as a dispatch worker for two years must be automatically classified as a regular full-time employee and must receive all of the pay, allowances, working conditions and benefits to which all regular workers are entitled.

A maximum contract period of two years has been imposed on fixed-term contracts as well as on part-time work and a maximum of 12 overtime hours have been imposed on part-time work.

While there is no concept of agency workers, the Dispatched Workers Act regulates the use of employees of another company by way of "worker dispatch" from a temporary work agency.

Section III

# ECONOMIC OVERVIEW

# ECONOMIC OVERVIEW – CHINA, INDIA AND INDONESIA

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China

Since the late 1970s, China has moved from a closed, centrally planned system to a more market-oriented one that plays a major global role. China has implemented reforms in a gradualist fashion, resulting in efficiency gains. After keeping its currency tightly linked to the US dollar for years, China in July 2005 moved to an exchange rate system that references a basket of currencies. From mid-2005 to late 2008, the renminbi appreciated more than 20% against the US dollar. China's economic growth has slowed since 2011. The Chinese Government faces numerous economic challenges including: (a) reducing its high domestic savings rate and correspondingly low domestic consumption; (b) servicing its high debt burdens to maintain The government's 13th Five-Year Plan, unveiled in March 2016, emphasizes the need to increase innovation and boost domestic consumption to make the economy less dependent on government investment, exports, and heavy industry.

India

India's diverse economy encompasses traditional village farming, modern agriculture, handicrafts, a wide range of modern industries, and a multitude of services. Slightly less than half of the work force is in agriculture. India is developing into an open-market economy, yet traces of its past autarkic policies remain. Economic liberalization measures, including industrial deregulation, privatization of state-owned enterprises, and reduced controls on foreign trade. Growth rebounded in 2014 through 2016, with exceeding 7% each year. Investors' perceptions of India improved in early 2014, due to a reduction of the current account deficit and expectations of post-election economic reform, resulting in a surge of investment. The outlook for India's long-term growth is moderately positive due to a young population and corresponding low dependency ratio, healthy savings and investment rates, and increasing integration into the global economy.

Indonesia

Indonesia, the largest economy in Southeast Asia, has seen a slowdown in growth since 2012, mostly due to the end of the commodities export boom. During the global financial crisis, Indonesia outperformed its regional neighbours and joined China and India. Indonesia still struggles with poverty and unemployment, inadequate infrastructure, corruption, a complex regulatory environment, and unequal resource distribution among its regions.

# ECONOMIC OVERVIEW – JAPAN, MALAYSIA AND SINGAPORE

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Japan

Over the past 70 years, government-industry cooperation, a strong work ethic, mastery of high technology, and a comparatively small defence allocation (1% of GDP) have helped Japan develop an advanced economy. Scarce in many natural resources, Japan has long been dependent on imported raw materials. For three decades, overall real economic growth had been impressive - a 10% average in the 1960s, 5% in the 1970s, and 4% in the 1980s. Growth slowed markedly in the 1990s, averaging just 1.7%, largely because of the aftereffects of inefficient investments internationally. Japan enjoyed a sharp uptick in growth in 2013 on the basis of Prime Minister Shinzo ABE's "Three Arrows" economic revitalization agenda - dubbed "Abenomics" - of monetary easing, "flexible" fiscal policy, and structural reform.

Malaysia

Malaysia, a middle-income country, has transformed itself since the 1970s from a producer of raw materials into an emerging multi-sector economy. The NAJIB administration is continuing efforts to boost domestic demand and reduce the economy's dependence on exports. Nevertheless, exports - particularly of electronics, oil and gas, palm oil, and rubber - remain a significant driver of the economy. Bank Negara Malaysia (the central bank) maintains healthy foreign exchange reserves; a well-developed regulatory regime has limited Malaysia's exposure to riskier financial instruments and the global financial crisis. Malaysia is a member of the 12-nation Trans-Pacific Partnership free trade agreement negotiations and, with the nine other ASEAN members, will form the ASEAN Economic Community in 2015.

Singapore

Singapore has a highly developed and successful free-market economy. It enjoys a remarkably open and corruption-free environment, stable prices, and a per capita GDP higher than that of most developed countries. Unemployment is very low. The economy contracted 0.6% in 2009 as a result of the global financial crisis, but has continued to grow since 2010 on the strength of renewed exports. Growth in 2014-16 was slower at under 3%, largely a result of soft demand for exports. The government is attempting to restructure Singapore's economy by weaning its dependence on foreign labour, addressing weak productivity, and increasing Singaporean wages. Singapore has attracted major investments in pharmaceuticals and medical technology.

# ECONOMIC OVERVIEW - SOUTH KOREA

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South  
Korea

South Korea over the past four decades has demonstrated incredible economic growth and global integration to become a high-tech industrialized economy. In the 1960s, GDP per capita was comparable with levels in the poorer countries of Africa and Asia. A system of close government and business ties, including directed credit and import restrictions, initially made this success possible. The government promoted the import of raw materials and technology at the expense of consumer goods and encouraged savings. The Asian financial crisis of 1997-98 exposed longstanding weaknesses in South Korea's development model, including high debt/equity ratios and massive short-term foreign borrowing. GDP plunged by 7% in 1998, and then recovered by 9% in 1999-2000. South Korea's export focused economy was hit hard by the 2008 global economic downturn, but quickly rebounded in subsequent years, reaching over 6% growth in 2010. The South Korean economy's long-term challenges include a rapidly aging population, inflexible labour market, dominance of large conglomerates (chaebols), and the heavy reliance on exports, which comprise more than 40% of GDP.

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## Section IV

LANGUAGES, LEGAL, MAJOR  
INDUSTRIES, EASE OF DOING  
BUSINESS, GDP & COUNTRY PROFILE

# LANGUAGES

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China	<p>Standard Chinese or Mandarin (official; Putonghua, based on the Beijing dialect), Yue (Cantonese), Wu (Shanghainese), Minbei (Fuzhou), Minnan (Hokkien-Taiwanese), Xiang, Gan, Hakka dialects, minority languages (see Ethnic groups entry).</p> <p>Note: Zhuang is official in Guangxi Zhuang, Yue is official in Guangdong, Mongolian is official in Nei Mongol, Uighur is official in Xinjiang Uygur, Kyrgyz is official in Xinjiang Uygur, and Tibetan is official in Xizang (Tibet).</p>
India	<p>Hindi 41%, Bengali 8.1%, Telugu 7.2%, Marathi 7%, Tamil 5.9%, Urdu 5%, Gujarati 4.5%, Kannada 3.7%, Malayalam 3.2%, Oriya 3.2%, Punjabi 2.8%, Assamese 1.3%, Maithili 1.2%, other 5.9%.</p> <p>Note: English enjoys the status of subsidiary official language but is the most important language for national, political, and commercial communication; Hindi is the most widely spoken language and primary tongue of 41% of the people; there are 14 other official languages: Bengali, Telugu, Marathi, Tamil, Urdu, Gujarati, Malayalam, Kannada, Oriya, Punjabi, Assamese, Kashmiri, Sindhi, and Sanskrit; Hindustani is a popular variant of Hindi/Urdu spoken widely throughout northern India but is not an official language (2001 census).</p>
Indonesia	<p>Bahasa Indonesia (official, modified form of Malay), English, Dutch, local dialects (of which the most widely spoken is Javanese)</p> <p>Note: more than 700 languages are used in Indonesia.</p>
Japan	Japanese
Malaysia	<p>Bahasa Malaysia (official), English, Chinese (Cantonese, Mandarin, Hokkien, Hakka, Hainan, Foochow), Tamil, Telugu, Malayalam, Panjabi, Thai.</p> <p>Note: In East Malaysia there are several indigenous languages; most widely spoken are Iban and Kadazan.</p>
Singapore	<p>Mandarin (official) 36.3%, English (official) 29.8%, Malay (official) 11.9%, Hokkien 8.1%, Cantonese 4.1%, Tamil (official) 3.2%, Teochew 3.2%, other Indian languages 1.2%, other Chinese dialects 1.1%, other 1.1% (2010 est.).</p>
South Korea	Korean, English (widely taught in junior high and high school).

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# LEGAL SYSTEM OVERVIEW

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## China

Civil law influenced by Soviet and continental European civil law systems; legislature retains power to interpret statutes; note - criminal procedure law revised in early 2012.

## India

Common law system based on the English model; separate personal law codes apply to Muslims, Christians, and Hindus; judicial review of legislative acts.

## Indonesia

Civil law system based on the Roman-Dutch model and influenced by customary law.

## Japan

Civil law system based on German model; system also reflects Anglo-American influence and Japanese traditions; judicial review of legislative acts in the Supreme Court.

## Malaysia

Mixed legal system of English common law, Islamic law, and customary law; judicial review of legislative acts in the Federal Court at request of supreme head of the federation.

## Singapore

English common law.

## South Korea

Mixed legal system combining European civil law, Anglo-American law, and Chinese classical thought.

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# MAJOR INDUSTRIES

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China

World leader in gross value of industrial output; mining and ore processing, iron, steel, aluminum, and other metals, coal; machine building; armaments; textiles and apparel; petroleum; cement; chemicals; fertilizers; consumer products.

India

Textiles, chemicals, food processing, steel, transportation equipment, cement, mining, petroleum, machinery, software, pharmaceuticals.

Indonesia

Petroleum and natural gas, textiles, automotive, electrical appliances, apparel, footwear, mining, cement, medical instruments and appliances, handicrafts, chemical fertilizers, plywood, rubber, processed food, jewellery and tourism.

Japan

Among world's largest and most technologically advanced producers of motor vehicles, electronic equipment, machine tools, steel and nonferrous metals, ships, chemicals, textiles, processed foods.

Malaysia

Peninsular Malaysia - rubber and oil palm processing and manufacturing, petroleum and natural gas, light manufacturing, pharmaceuticals, medical technology, electronics and semiconductors, timber processing; Sabah - logging, petroleum and natural gas production; Sarawak - agriculture processing, petroleum and natural gas production, logging.

Singapore

Electronics, chemicals, financial services, oil drilling equipment, petroleum refining, rubber processing and rubber products, processed food and beverages, ship repair, offshore platform construction, life sciences, entrepot trade.

South Korea Electronics, telecommunications, automobile production, chemicals, shipbuilding, steel.

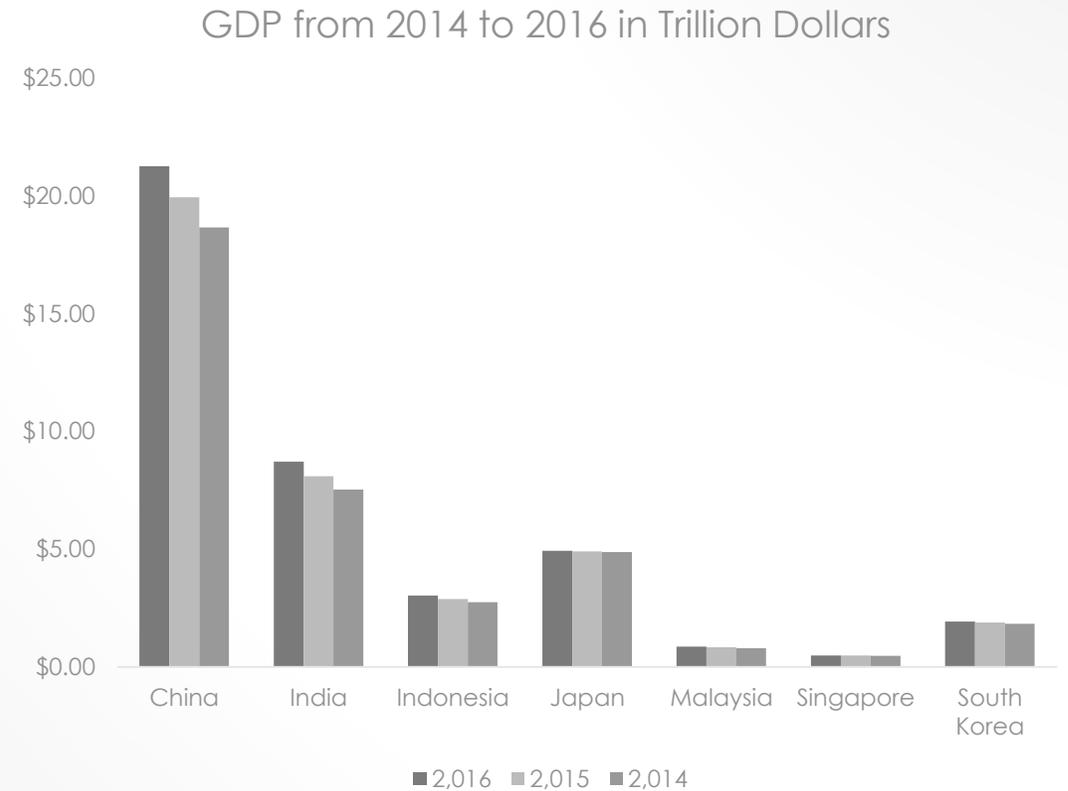
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# EASE OF DOING BUSINESS

	Overall Rank (Globally)	Start-up procedures to register a business (number)	Time required to start a business (days)	Cost of business start-up procedures (% of GNI per capita)	Time required to register property (days)	Time required to enforce a contract (days)
<u>China</u>	78	9	28.9	0.7	19.5	452.8
<u>India</u>	130	13	26	13.8	46.8	1420
<u>Indonesia</u>	106	11	24.9	19.4	27.4	471
<u>Japan</u>	34	8	11.2	7.5	13	360
<u>Malaysia</u>	23	9	18.5	6.2	13	425
<u>Singapore</u>	2	3	2.5	0.6	4.5	164
<u>South Korea</u>	5	2	4	14.6	5.5	290

# GDP (FROM 2014 TO 2016)

	GDP (PURCHASING POWER PARITY) (Estimated)		
	2016	2015	2014
<b><u>China</u></b>	\$21.27 trillion	\$19.95 trillion	\$18.67 trillion
<b><u>India</u></b>	\$8.721 trillion	\$8.103 trillion	\$7.534 trillion
<b><u>Indonesia</u></b>	\$3.028 trillion	\$2.885 trillion	\$2.753 trillion
<b><u>Japan</u></b>	\$4.932 trillion	\$4.907 trillion	\$4.881 trillion
<b><u>Malaysia</u></b>	\$863.8 billion	\$828.2 billion	\$789 billion
<b><u>Singapore</u></b>	\$486.9 billion	\$478.8 billion	\$469.4 billion
<b><u>South Korea</u></b>	\$1.929 trillion	\$1.878 trillion	\$1.83 trillion



# COUNTRY PROFILE

	China	India	Indonesia	Japan	Malaysia	Singapore	South Korea
<u>Population and GNI</u>							
Population, total (millions)	1,371.22	1,311.05	257.56	126.96	30.33	5.54	50.62
Population growth (annual %)	0.5	1.2	1.2	-0.1	1.4	1.2	0.4
Surface area (sq. km) (thousands)	9,562.90	3,287.30	1,910.90	378	330.8	0.7	100.3
Population density (people per sq. km of land area)	146.1	441	142.2	348.3	92.3	7,806.80	519.3
GNI, Atlas method (current US\$) (billions)	10,838.15	2,088.46	886.16	4,931.12	320.65	288.31	1,389.47
GNI per capita, Atlas method (current US\$)	7,900	1,590	3,440	38,840	10,570	52,090	27,450
GNI, PPP (current international \$) (billions)	19,630.58	7,909.90	2,752.71	5,371.12	794.51	450.31	1,761.86
GNI per capita, PPP (current international \$)	14,320	6,030	10,690	42,310	26,190	81,360	34,810
<u>Environment</u>							
Urban population growth (annual %)	2.7	2.4	2.6	0.4	2.4	1.2	0.5
Energy use (kg of oil equivalent per capita)	2,237	637	886	3,433	3,000	5,122	5,456
CO2 emissions (metric tons per capita)	7.55	1.59	1.91	9.76	8.03	9.36	11.8
Electric power consumption (kWh per capita)	3,927	805	814	7,829	4,646	8,845	10,564
<u>Economy</u>							
GDP (current US\$) (billions)	11,064.66	2,088.84	861.93	4,383.08	296.28	292.74	1,377.87
GDP growth (annual %)	6.9	7.9	4.8	1.2	5	2	2.6
Inflation, GDP deflator (annual %)	0.1	1.9	4.2	2	-0.4	1.6	2.2
Agriculture, value added (% of GDP)	9	17	14	1	8	0	2
Industry, value added (% of GDP)	41	30	40	25	36	26	38
Services, etc., value added (% of GDP)	50	53	46	73	55	74	60
Exports of goods and services (% of GDP)	22	20	21	18	71	176	46
Imports of goods and services (% of GDP)	18	22	21	18	63	150	39
Gross capital formation (% of GDP)	45	33	35	24	25	26	28
Revenue, excluding grants (% of GDP)	15.8	12.6	13	12.6	18.9	18.9	26.4
Net lending (+) / net borrowing (-) (% of GDP)	..	-4.1	-2.6	-5.2	-3.2	4.4	0.8
<u>States and markets</u>							
Time required to start a business (days)	31	28	48	11	8	3	4
Domestic credit provided by financial sector (% of GDP)	193.4	76.1	46.7	352.5	144.8	121.1	166.5
Tax revenue (% of GDP)	9.7	11	10.7	11.5	14.3	13.8	14
Military expenditure (% of GDP)	1.9	2.4	0.9	0.9	1.5	3.2	2.6
Mobile cellular subscriptions (per 100 people)	92.2	78.1	132.3	126.5	143.9	146.5	118.5
Individuals using the Internet (% of population)	50.3	26	22	91.1	71.1	82.1	89.6
High-technology exports (% of manufactured exports)	26	8	7	17	43	49	27
Merchandise trade (% of GDP)	36	32	34	29	127	221	70
Net barter terms of trade index (2000 = 100)	94	104	122	87	97	83	52
Net migration (thousands)	-1,800	-2,598	-700	350	450	398	300
Personal remittances, received (current US\$) (millions)	44,445	68,910	9,659	3,670	1,643	..	6,454
Foreign direct investment, net inflows (BoP, current US\$) (millions)	2,49,859	44,009	20,054	-42	10,963	65,263	5,042

Source: World Development Indicators database

# THANK YOU!

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